



CNA COMPETENCY EXAM CHANGES

The annual review of the CNA Manual Skills and Written Tests and testing procedures was conducted on September 25, 2014, at the meeting of the ad hoc Test Advisory Panel (TAP) at the Arizona Board of Nursing.

Background:

The ad hoc Test Advisory Panel (TAP) is made up of volunteers who are directly involved with the education or supervision of CNAs. Attendees at the CNA Retreat are asked if they would like to serve on this panel and selection is made based upon past attendance, past or potential contributions to the process and representation of rural/urban areas and program types. Most volunteers are offered at least one opportunity to participate on a TAP.

Changes

Effective March 1, 2015

Testing Processes/Evaluation

- Change policy regarding name changes; no name changes 24 hours prior to testing, if candidates name on Photo ID does not match name in system they will be turned away. Rationale: some students are allowed to change the name at the site if they test in their training facility while others are not; in interest of fairness policy should be the same for all candidates
- Instructor workshops will be offered quarterly in rotating locations to accommodate instructors throughout the state. D and S will continue to offer on demand workshops scheduled through Teresa Whitney. D and S will notify Board staff of all workshops prior to the event. Rationale: Allows for all instructors to attend a workshop in their area
- Change process for scheduling test observers for a testing event. Individual programs will no longer handle staffing their testing event. D and S will contact and schedule test observers to meet the needs of the testing event. Rationale: Facilities should be removed from the process of selecting their "own" observer; this policy avoids the appearance of impropriety and biased scoring.
- D and S will establish a dress code for candidates that includes scrubs and appropriate footwear. Rationale: candidates have appeared at test events in garments that either were unprofessional (excess skin exposure), unsafe (flip-flops) or a hindrance to skill performance (long skirts). This policy provides for safety in testing and fairness to all candidates.

Written Exam

The TAP panel reviewed 152 test questions and eliminated 80 questions that contained inaccurate information or were out of compliance with the scope of practice for a CNA. This will result in a total of 1245 active items in the Arizona test bank.

Manual Skills Exam

1. The Tap panel reviewed manual skills and discussed the addition of the following skills:

changing a brief and catheter care. D and S will provide committee with an outline of steps for the two manual skills being considered at next year's meeting.

2. Changes to Manual Skills Exam

- **All Skills:** Change step of "greet resident by name and performs hand hygiene" to "greet resident using resident's name and performs hand hygiene". Add additional step to all skills of "introduces self by name" after greeting resident using resident's name and performs hand hygiene.
 - Rationale: To clarify steps and ensure consistency during manual skills exam and expectation of student. This addition also assists in confirming patient identity by utilizing name recognition.
- **Bedpan and Output:** Add step "Lowers head of bed" after washes/assists resident to wash and dry hands.
 - Rationale: Students are attempting to remove bedpan with head of bed still elevated.
- **Isolation Gown and Gloves:** Change wording on steps 5 and 6 from "candidate secures" to "candidate ties".
 - Rationale: Previous wording did not provide definitive action and was difficult for test observers to determine compliance.
- **Positioning Resident on Side:** Change order of wording on step 8 to "Candidate may remain on working side of bed and turns resident toward the previously positioned observer; if observer wasn't directed to side opposite the working side of the bed, candidate moves to opposite side of the bed and turns resident toward self".
 - Rationale: To provide parallel construction between steps 6 and 8.